

City Manager's General Fund
Structural Deficit Task Force
INITIAL STRATEGIES LIST

Expenditure Controls and Shifts

C.1. Lower Growth in Salary and Benefit Costs		
CSA	STRATEGY	ANALYSIS STRATEGY
SS	More Healthcare Cost Sharing	Compare CSJ system to Benchmark and Best Practice jurisdictions.
SS	Workers' Compensation Cost Savings	Review against Long Beach Optimization Study
SS	Disability Leave Cost Savings	Review against Long Beach Optimization Study
SS	Reduce Non-Management Salary Step Increases	Compare CSJ system to Benchmark and Best Practice jurisdictions.
SS	Healthcare Plan Design Changes	Get information from City
SS	Examine Annual Salary Increases	Compare salary and benefit cost growth in CSJ with median income and benefit in San Jose-San Francisco-Oakland, CA. Compare area GDP with cost of CSJ budget
SS	Two Tier Retirement and/or Benefits	Examine Long Beach move to two tier. Compare to LCC task force recommendations. Estimate annual savings to CSJ
SS	Lower Sick Leave Payments Upon Retirement	Benchmark with other cities
SS	Re-evaluate Overtime Eligibility	Benchmark with other cities

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C.2. Shifts to General Fund		
CSA	STRATEGY	ANALYSIS STRATEGY
SS	Construction & Conveyance Funds Shift to General Fund for Maintenance	Benchmarking on use of property transfer tax
SS	Implement Spot Audits by Finance Department	Need more definition
CED	Shift TOT from Arts to General Fund	Benchmarking on use of TOT monies
SS	HNVF Funding Shift to General Fund	Evaluate current programs/process
SS	Rethink Use of CDBG Monies, to Better Align with City Priorities	Compare utilization in Benchmark cities
SS	Eliminate Duplication of CBO/City Services	Evaluate programs
SS	HIT Team - Cost Recovery	Review audit reports
CED	Increase RDA Cost Recovery	Compare cost reimbursements to similar for Benchmark and Best Practice cities. Identify debt agreements with other large cities
CED	Shift Some Code Enforcement Costs to RDA	Examine potential for shifting funding for some more code programs in project area to RDA as part of blight removal efforts.
SS	Increase the Estimated Amount of Salary Savings in Budget Appropriations	Review with Budget Office

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C.3. Change Application of Prevailing / Living Wage Requirements		
CSA	STRATEGY	ANALYSIS STRATEGY
SS	Re-examine Wage Requirements for Living Wage	Benchmarking
SS	Re-examine Wage Requirements for Prevailing Wage	Estimate impact from expansion of City policy beyond envelop required under State law